Adjutant General School

Personnel Services Delivery Redesign (PSDR)

Brigade and Battalion S-1 Operations

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AGS/SSI

AGENDA

- PSDR BACKGROUND

- BCT/BDE S-1 STRUCTURE

- BN S-1 STRUCTURE

- REPLACEMENT OPERATIONS

PSDR
BACKGROUND

PSDR RULES-OF-THUMB

- HR SUPPORT IS NOW **S-1/G-1 CENTRIC**
  - RESOURCE PRIORITY TO S-1 SECTIONS
  - DEVELOPMENTAL ASSIGNMENTS IN S-1 SECTIONS

- WHO PERFORMS THE TASK…
  - TASK PERFORMED DEPLOYED **AND** IN GARRISON: **S-1 SECTION**
  - TASK PERFORMED **ONLY** DEPLOYED: **SRC 12 HR STRUCTURE**
  - TASK PERFORMED ONLY IN **GARRISON,** WHICH INCLUDES TDA SOLDIERS: **MPD (IMA)**

- DO NOT CONFUSE STRENGTH MANAGEMENT FOR STRENGTH DISTRIBUTION – EITHER IS JUST AN ELEMENT OF **PERSONNEL READINESS MANAGEMENT (PRM)**

PSDR IN BCT/BDEs

- Decentralize HR Operations to embed support in units
  - S-1 sections perform PRM, PASR, PIM, EPS, MWR, HR Planning and Operations core competencies
  - EPS linked to approval-level S-1/G-1 and then direct to database/HRC
  - Expanded PRM (Strength Management) role (supports ARFORGEN/LCM)

- Professionalize S-1 sections
  - WO/MSG at BCT/BDE S-1 Sections
  - AG Officers in BN S1 positions
  - 2 x 42F in every BCT/BDE S-1

- Link BCT/BDE S-1 Sections direct to HRC
  - Expand systems access
  - DMSL management from HRC direct to BCT/BDEs

- Connectivity/Bandwidth is the pacing item
  - Establish VSAT/CAISI NIPR network
  - Connectivity allows full capability while deployed
  - S1s must locate where there is connectivity – NIPR/SIPR

- Defines HR task responsibility – S-1/G-1 vs MPD

TASK MIGRATION

Div/Corps G-1

Strength Management
Congressional Inquiry Mgmt

X
S1

II
S1

PASR
PRM
Awards
Evaluations
Utilization
UCMJ actions
MWR program
Soldier readiness
Flagging actions
Casualty Liaison Tm
R5 Operations
WO/OCS Boards
OIP
Leave/Pass

Personnel Service Battalion

Soldier Support Battalion

Personnel Service Detachment

PSDR Unit Manning & Functions

SPLIT FUNCTIONS
Military Personnel File Maintenance
Promotion & board selections
Evaluations
Awards & decorations
ID cards - Soldiers
Specialized training requests
Management actions
Semi-centralized Promotions
eMILPO/Database Admin

Non-PSDR Unit Support Functions

IMA Military Personnel Division

IMA CORE FUNCTIONS
Casualty & memorial affairs
Line of Duty Mgmt
Transition services
SRP site management
Deployment Cycle Support
Reassignment processing
Passports & birth registration
In/out processing
Mob / Demob Mgmt
Retirement Services
PPA/eMILPO database Mgmt
Trainee/Student Services
Family Travel
TCS Orders
Army Career & Alumni Program
ID Cards/DEERS/RAPIDS

* MMRB coordination/Mgmt
* Congressional Inquiry Management
* Military Personnel File Maintenance
* Promotion Pre-Board Process
* Deserter Control
* Soldier Actions/Applications
* Evaluation processing
* Semi-centralized promotions
* Strength Mgmt/Accounting
* Citizenship/Naturalization
* Awards & Decorations

Unresolved Tasks
Replacement / Reception
Rear Detachment
Deployed HQ unit support
OCONUS Postal

Functional migration path differs at each installation based on current configuration – end state consistent with PSDR.

BCT/BDE S-1

BCT/BDE S-1 SECTION
TRANSITION OF HR COMBAT POWER

LEGACY
PRE-MODULAR
BCT/BDE S-1

2/0/2 4

O4 43A S-1
O3 O1A A/S-1
E7 42A SR HR SGT
E4 42A HR SPC

|

MODULAR
BCT/BDE S-1

1/1/5 7

O4 43A S-1
W2 420A PER TECH
E7 42A SR HR SGT
E6 42A HR NCO
E5 42A HR NCO
E4 42A HR SPC(x2)

ONLY MODULAR BDE/BCT

+

PSDR
ADDITIONS

1/0/5 6

O2 42B
E8 42A
E5 42A
E5 42F
E4 42A
E4 42F

RESULTS OF PSDR PILOT @ FCKY

=

2/1/10 13

DISCREET
BCT/BDE S-1

O4 42H S-1
O2 42B STR MGR
W2 420A PER TECH
E8 42A SR HR SGT
E6 42A HR NCO (X2)
E5 42A HR NCO (X2)
E5 42F HR NCO
E4 42A HR SPC(x3)
E4 42F HR SPC

BDE S-1 SECTION
2/1/10 13

SECTION HQs

S-1 –	42H O4
HR TECH –	420A CW2
SR HR NCO –	42A50

1/1/1 3

-HR PLANNING & OPNS

-PRM
-PASR
-PIM
-R5

-EPS
-POSTAL
-CASUALTY
-MWR

PERSONNEL READINESS TM

A/S-1 (STRENGTH MNGR) –	42B O1
HR NCO –	42A30
HR AUTOMATION NCO -	42F20
HR SPC -	42A10

1/0/3 4

PERSONNEL SERVICES TM

HR NCO –	42A30
HR NCO (X2) -	42A20
HR AUTOMATION SPC -	42F10
HR SPC (X2) -	42A10

0/0/6 6

-DOCTRINAL ORGANIZATION
-SUPPORTS SPLIT-BASED OPNS
-SR LDR OVERSIGHT ON BOTH TMs

CORE COMPETENCIES

ENHANCED RESPONSIBILITY

BCT S-1 HR SYSTEMS

eMILPO **(PASR/PIM/EPS/PRM)**
-RECORD UPDATE
-DD93/SGLV UPDATES
-QUERY (DATASTORE)
-PERSTEMPO
-PERSONNEL ACTIONS
-UPDATING STATUS
-SYSTEM ADMIN
-ERROR RECONCILIATION
-PASSR TOOL (TAPDB UPDATE)
FEEDS OTHER SYSTEMS

TOPMIS/ETOPMIS **(PRM/PIM)**
-OFF RECORD UPDATES
-ORBs
-QUERY
-PROMOTION ORDERS
-RFO
DAPMIS PHOTO VIEW

MEDPROS **(PRM)**
-MED READINESS

COPS **(PRM)**
-QUERY
-STRNGTH MNGMT

EDAS **(PRM)**
-QUERY
-REQ UPDATES
-PROMOTION PT UPDATE
-GAINS ROSTER
-LOSS ROSTER
-OPTNL DELETION

TPS **(PASR/PIM)**
-MANIFESTING
-TASK ORGANIZING

DTAS **(PASR)**
-DEPLOYED PASR
-JPERSTAT
-SOLDIER DAILY LOCATOR
-TASK ORGANIZER

DCIPS-FWD **(CAS)**
-CASUALTY REPORTING
-UPDATE CAS STATUS

DEERS-RAPID **(EPS)**
-CAC CARDS
-DEPENDENT DATA

HR PROFESSIONAL BN S-1
BCT - EXAMPLE

AG LTs HERE

BCT S-1

43A (42H) – O4 S-1

42B – 02 STRENGTH MNGR

IN BN S-1

42B – O3 S-1

683 PAX

IN BN S-1

42B – O3 S-1

683 PAX

RSTA BN S-1

42B – O3 S-1

360 PAX

FIRES BN S-1

42B – O2 S-1

292 PAX

BTB BN S-1

42B – O3 S-1

394 PAX

BSB BN S-1

42B – O3 S-1

872 PAX

TOTALS:
43 O4 – 1
42 O3 – 5
42 O2 - 2

MUST ENSURE TRAINING TARGETS S-1 SKILLS
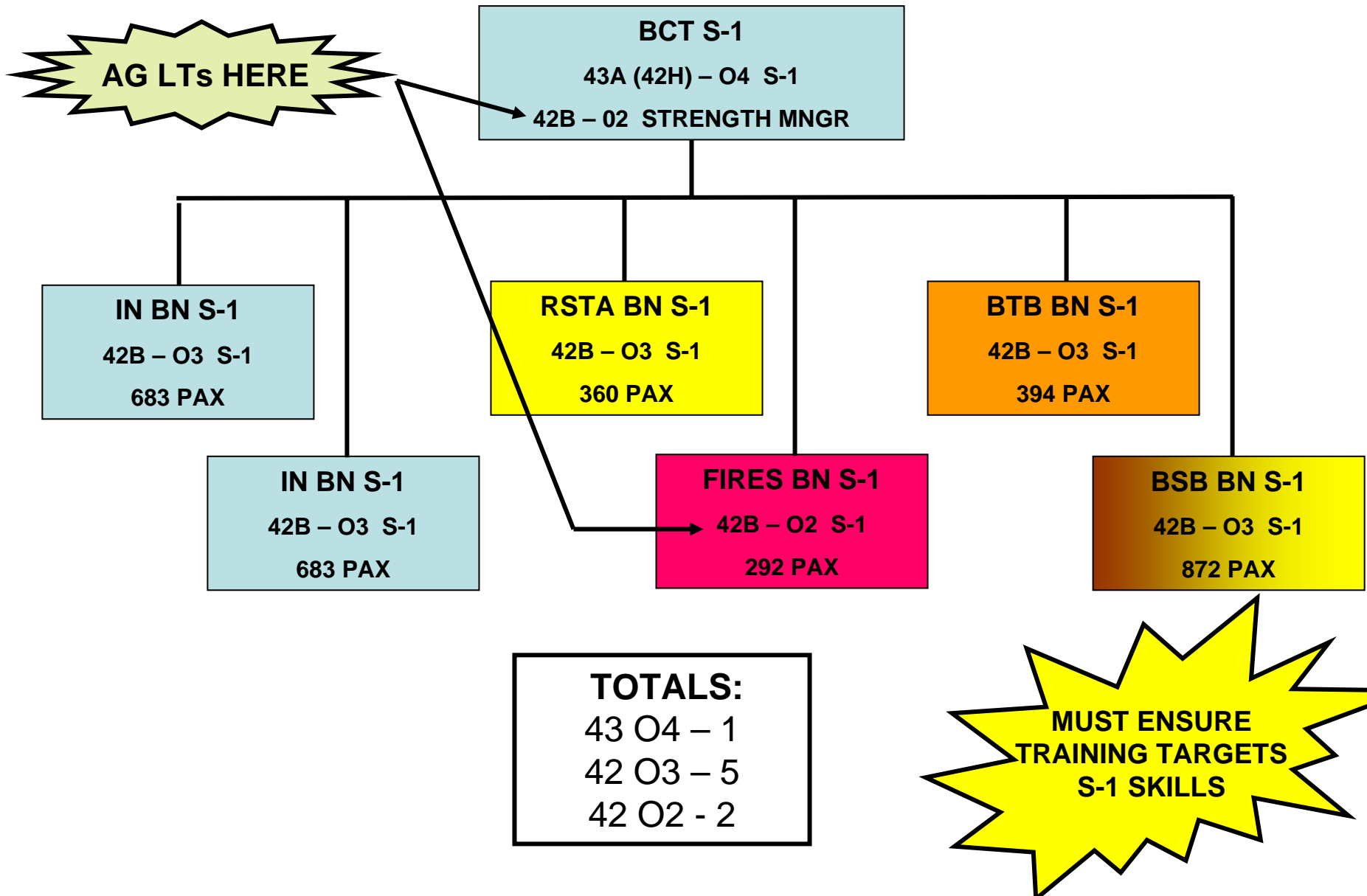
BDE/BCT STRENGTH MANAGEMENT

- RESULT OF HR IPT – 2004 (PRESENTED TO CSA)

- SUPPORTS MODULAR, BDE/BCT-CENTRIC OPERATIONAL ARMY

- SUPPORTS ARFORGEN PACKAGING

- RECOGNIZES LCM MANNING CHALLENGES

- MITIGATES THE LOSS OF G-1 STRUCTURE (DIV/CORPS)

- PSDR RESOURCING ALLOWS BDE/BCT S-1 TO EXECUTE
  - INCREASED CAPABILITY W/MANNING AND SYSTEM ACCESS
  - BETTER SUPPORTS ARMY "MAIN EFFORT"

- G-1 STILL IMPACTS OPERATIONAL MANNING LEVELS IN COORDINATION W/BDEs AND HRC (PASR/USR) – **BY EXCEPTION MANAGEMENT**

COMMON OPERATING PICTURE SYNCHRONIZER (COPS)

EDAS eMILPO

TAADS

TOPMIS eMILPO

TAPDB-AE

COPS

TAPDB-AO
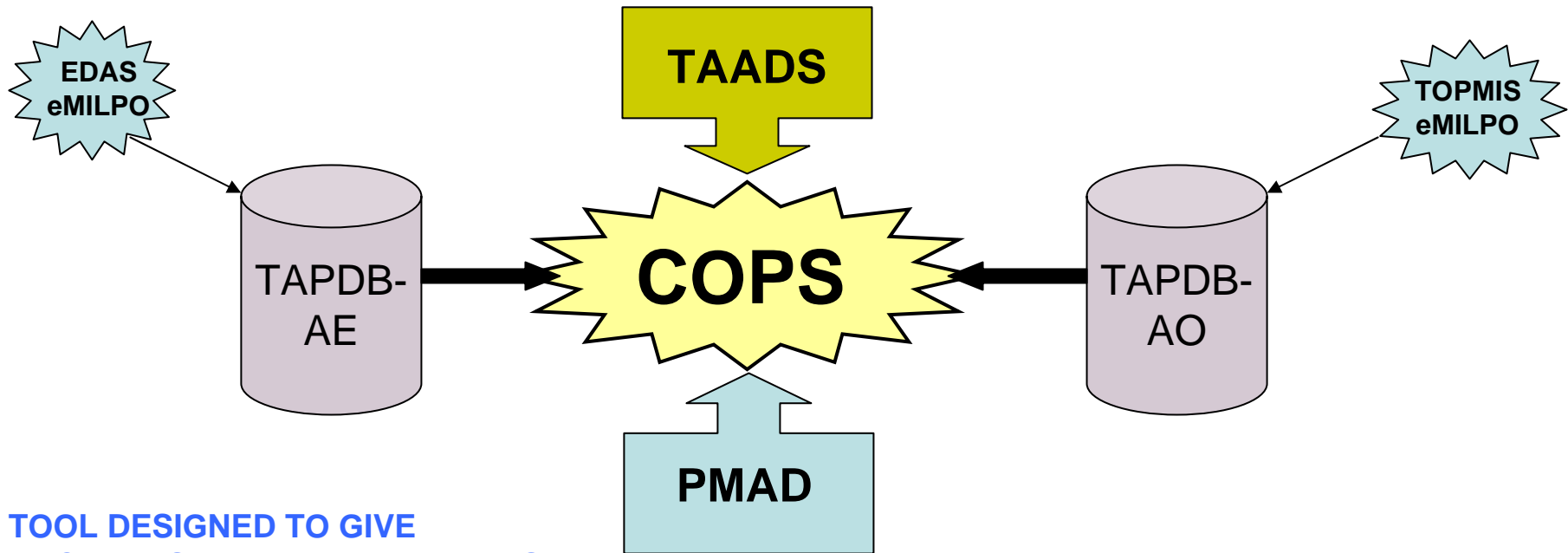
PMAD

TOOL DESIGNED TO GIVE HRC AND STRENGTH MANAGERS CAPABILITY TO VIEW OFFICER AND ENLISTED STRENGTH AND AUTHORIZATION DATA.

- INCLUDES BOTH TAADS AND PMAD
- VIEW STRENGTH DATA TO DML/DMSL LEVEL
- DRILLDOWN CAPABILITY TO ASI LEVEL
- DRILLDOWN ASSIGNED STRENGTH TO SOLDIER LEVEL

- COPS HAS FULL GAIN/LOSS VIEW
- HAS AVAIL/NON-AVAIL VIEW
- **COPS INFO IS STATIC – UPDATED ONCE DAILY**

LIFECYCLE MANAGEMENT AND ARFORGEN

LM CREATES BCTs W/VARYING READINESS W/IN DIVISION

| | DEC 07 | JUN 08 | DEC 08 | JUN 09 | DEC 09 | JUN 10 | DEC 10 | JUN 11 | DEC 08 |

1 Drum: RESET/TRAIN | READY | AVAILABLE

2 Drum: RESET/TRAIN | READY | AVAILABLE

3 Drum: RESET/TRAIN | READY | AVAILABLE

4 Polk: RESET/TRAIN | READY | AVAILABLE

CAB Drum: NON-LCM

STB Drum: NON-LCM

DEPLOYMENT WINDOW

ARFORGEN REQUIRES DEFs BUILT BASED ON BCT READINESS
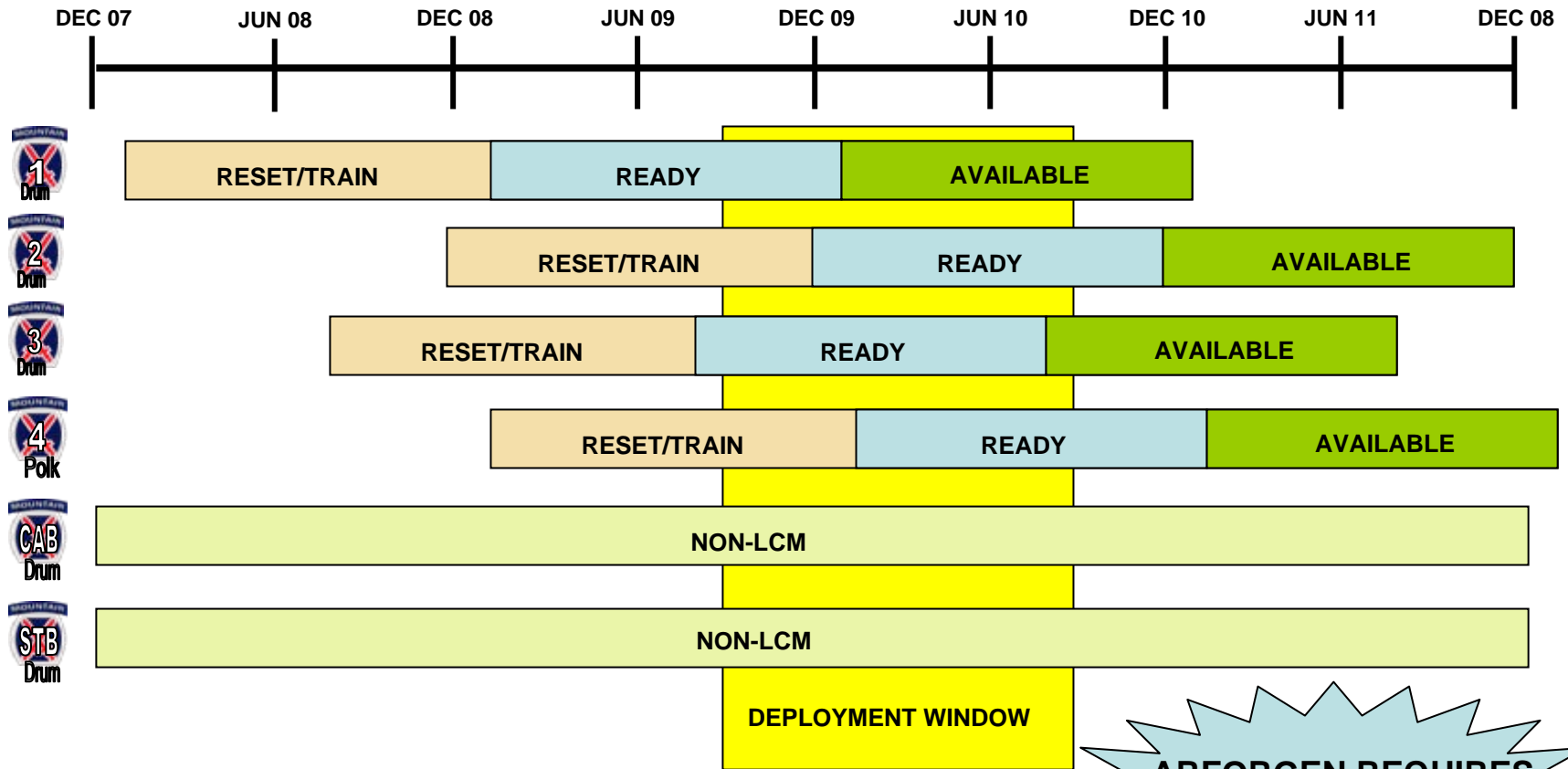
LM BCTs AVAILABLE FOR DEF: 4 Hood 4 Bliss 2 Campbell 4 Campbell

EPS FLOW IN AC – S1 LINKED TO HRC (PSDR)

Legend:
- Action/Approval Flow – (solid arrow)
- Data Flow – (dashed arrow)
- Read Data -- (red dash-dot arrow)

ITAPDB

TAPDB-AE

TAPDB-AO

HRC

eMILPO
EDAS
TOPMIS II
iPERMS/
DGTL SNDR

XX CDR — 5 — **XX G1**
CG approves action/makes final rec

4a

4b

6

X CDR — 3 — **X S1**
If required, Bde Cdr approves Action/makes rec

2a

2b

II CDR — 1 — **II S1**
Bn Cdr approves Action/makes rec

MPD

Cdr/Soldier initiates action
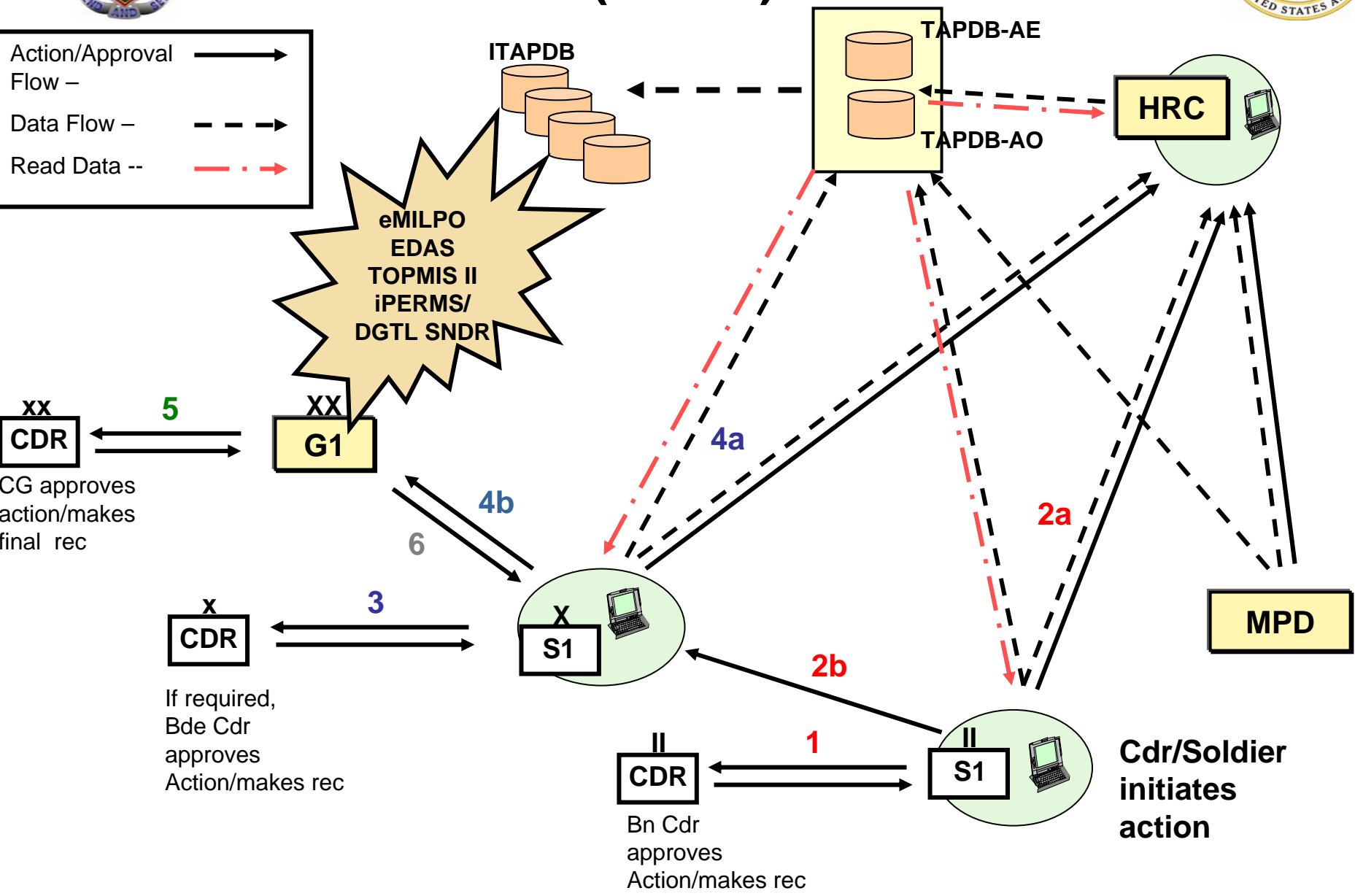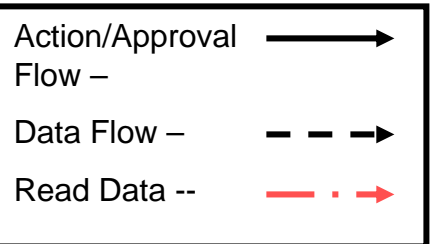
EPS FLOW IN USAR/NG – DEPLOYED (PSDR)

ITAPDB

TAPDB-AE

ACTIVATED NG/USAR RECORDS DO NOT PUSH/PULL TO ITAPDB

TAPDB-AO

HRC

HRC-SL

TAPDB-R

RLAS

XX
CDR

XX
DIV G1

eMILPO

JFHQ-STATE (MILPO)

RRC

If required, Bde Cdr approves action

X
CDR

X
S1

MANUAL

SIDPERS 2.75

MANUAL

TAPDB-G

II
CDR

II
S1

58 MANUAL DESTINATIONS

Commander/ Soldier initiates transaction

Bn Cdr approves action

Action/Approval Flow –

Data Flow –

Read Data --
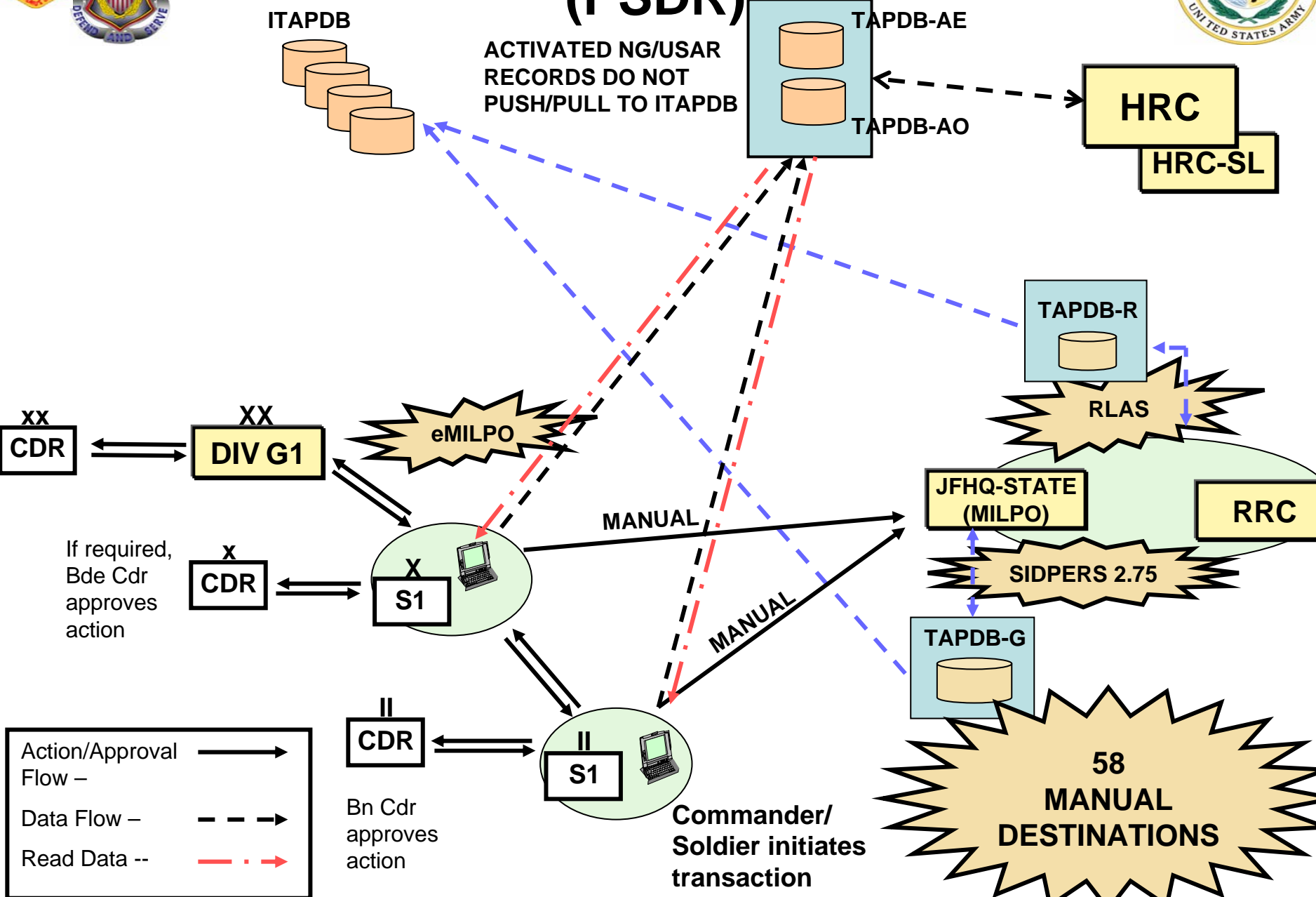
BN S-1

INF BN S-1 SECTION

685 SUPPORTED POPULATION

PSDR ADDITIONS

INF BN S-1
1/0/7 8

+

0/0/2 2

E5 42A
E3 42A

=

1/0/9 10

INF BN S-1

O3 11A S1
E7 42A SR HR SGT
E6 42A HR NCO
E5 42A HR NCO
E5 27D LEGAL SGT
E4 42A HR SPC
E3 42A HR SPC
E3 42L MAIL CLERK

* O3 42B S1
  E7 42A SR HR SGT
  E6 42A HR NCO
  E5 42A HR NCO (2)
  E5 27D LEGAL SGT
  E4 42A HR SPC
  E3 42A HR SPC (2)
  E3 42A HR SPC/ MAIL CLERK

* CONVERSION TO 42B APPLIES TO ALL BNs

BN S-1 HR SYSTEMS

eMILPO
-RECORD UPDATE
-DD93/SGLV UPDATES
-QUERY (DATASTORE)
-PERSTEMPO
-PERSONNEL ACTIONS
FEEDS OTHER SYSTEMS

MEDPROS
-MED READINESS

TPS
-MANIFESTING
-TASK ORGANIZING

TOPMIS/eTOPMIS
-OFF RECORD UPDATES
-ORBs
-QUERY
-PROMOTION ORDERS
-RFO
DAPMIS PHOTO VIEW

EDAS
-QUERY

DTAS
-DEPLOYED PASR
-JPERSTAT
-SOLDIER DAILY LOCATOR
-TASK ORGANIZER

STB S-1 SECTION
DIV/CORPS/ARMY/TSC

PSDR ADDITIONS

1/1/10 12

STB S-1		STB S-1
1/0/6 7	+	

0/1/4 5

W3/4 420A
E6 42A
E5 42F
E5 42A
E3 42A

=

STB S-1

O3 42B S1
E7 42A Sr HR SGT
E6 42A HR NCO
E5 42A HR NCO
E4 42A HR SPC
E4 27D LEGAL SPC
E3 42L MAIL CLERK

O3 42B S1
W3/4 420A PER TECH
E7 42A Sr HR SGT
E6 42A HR NCO (2)
E5 42A HR NCO (2)
E5 42F HR NCO
E4 42A HR SPC
E4 27D LEGAL SPC
E3 42A HR SPC
E3 42A HR SPC/MAIL CLERK
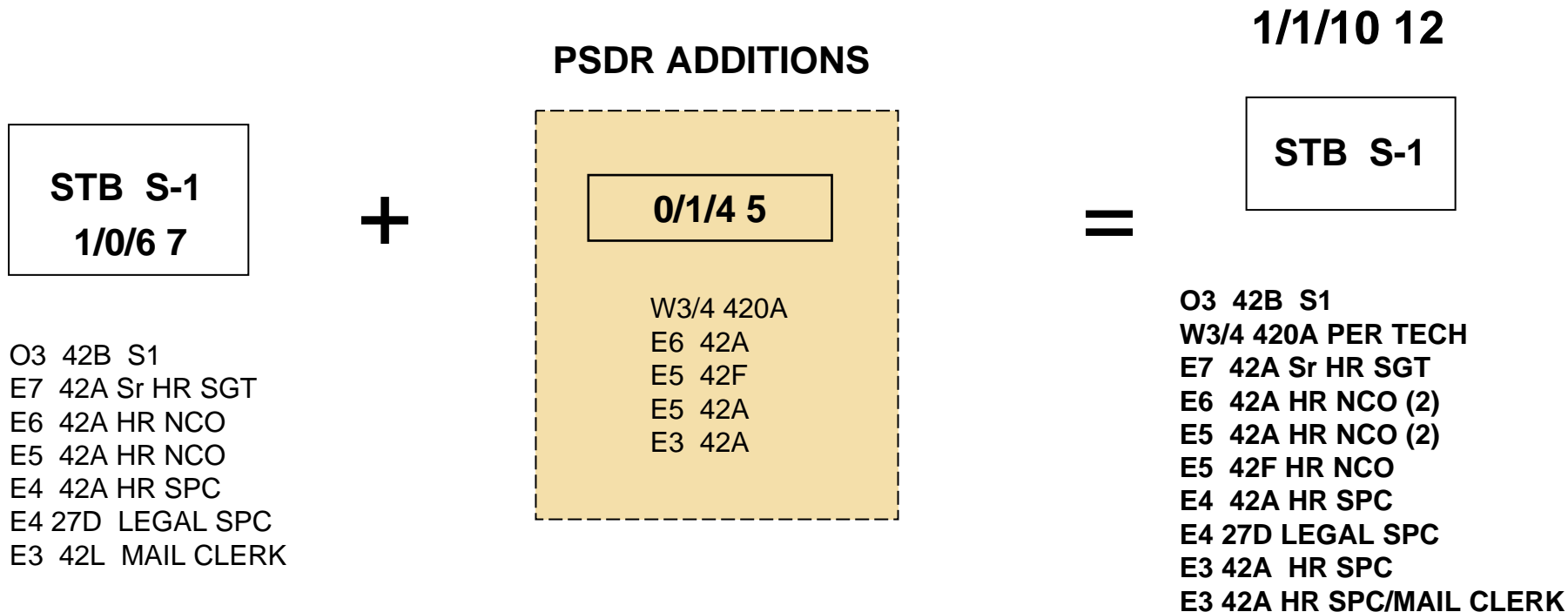
**STBn provide C2
For Div/Corps/Army
And TSC HQs troops**

-Provides Bde S-1-- type support
-Bde S-1 accesses/systems
-PRM/PASR/EPS

REPLACEMENT OPNS

CURRENT REPLACEMENT OPNS
ACTIVE COMPONENT

- DEPLOYING UNITS MANNED BASED ON PUBLISHED AC MANNING GUIDANCE
  - DEPLOYING UNITS (MANNING PRIOIRITY 1) INITIALLY MANNED MINIMUM 100% ASSIGNED (AGGREGATE) @ LAD MINUS 90 DAYS

  - SAME UNITS MAINTAINED $\geq$ 95% DEPLOYED STRENGTH (AGGREGATE) DURING DEPLOYMENT (NON-DEPLOY

  - SAME UNITS FILLED $\leq$ 100% CERTAIN OFFICER/WARRANT OFFICER/ENLISTED SPECIALTIES WHERE ARMY INVENTORY CAN NOT SUPPORT 100% FILL (ALL DEPLOYING UNITS SHOULD BE FILLED TO RELATIVE SAME % OF SHORT INVENTORY MOS)

  - EXPECT FIELD GRADE FILL TO BE 90% IN DEPLOYING UNITS
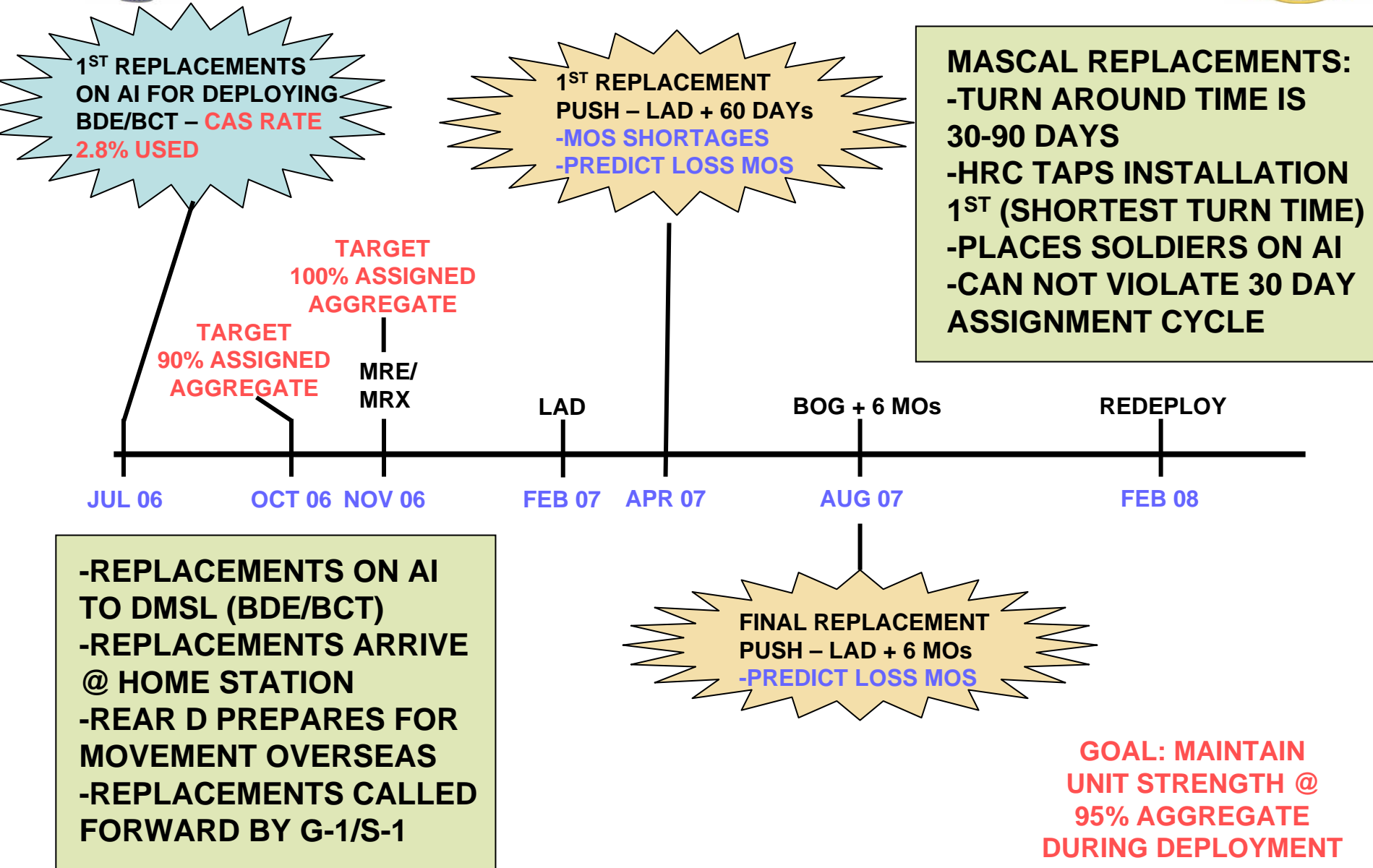
CURRENT REPLACEMENT OPNS
ACTIVE COMPONENT

- AC REPLACEMENT OPERATIONS EXECUTED BY EP, OP AND RD (FORMERLY DD)

- PREDICTIVE REPLACEMENT MODEL DESIRED ENDSTATE
  - REPLACEMENT PLANNING INITIALLY FOCUSES ON MOS SHORTAGES
  - MOS SHORTAGES PUSHED STARTING @ LAD MINUS 7 MONTHS/FILL ARRIVE D+60
  - CASUALTY MODEL USED TO PREDICT LIKELY OIF/OEF LOSSES – INCLUDED IN REPLACEMENT PUSH TO ARRIVE D+60 (@ HOME STATION – UNITS CALL FORWARD REPLACEMENTS AFTER INTEGRATED/PREPARED FOR DEPLOYMENT)
  - DESIRE TO MOVE AWAY FROM AGGREGATE AND TOWARDS MOS/GRADE FIDELITY

- eMILPO AND NON-AVAILABLE SOLDIERS
  - BRIGADE/BCT S-1s MUST ENSURE REFLECT TRUE NON-DEPLOYABLES
  - HRC WILL TRY TO PUSH REPLACEMENTS FOR TRUE NON-DEPLOYABLES AND PCS THOSE SOLDIERs ELSWHERE

REPLACEMENT MODEL

1ST REPLACEMENTS ON AI FOR DEPLOYING BDE/BCT – CAS RATE 2.8% USED

1ST REPLACEMENT PUSH – LAD + 60 DAYs
-MOS SHORTAGES
-PREDICT LOSS MOS

MASCAL REPLACEMENTS:
-TURN AROUND TIME IS 30-90 DAYS
-HRC TAPS INSTALLATION 1ST (SHORTEST TURN TIME)
-PLACES SOLDIERS ON AI
-CAN NOT VIOLATE 30 DAY ASSIGNMENT CYCLE

TARGET 100% ASSIGNED AGGREGATE

TARGET 90% ASSIGNED AGGREGATE

MRE/ MRX

LAD

BOG + 6 MOs

REDEPLOY

| JUL 06 | OCT 06 | NOV 06 | FEB 07 | APR 07 | AUG 07 | FEB 08 |

-REPLACEMENTS ON AI TO DMSL (BDE/BCT)
-REPLACEMENTS ARRIVE @ HOME STATION
-REAR D PREPARES FOR MOVEMENT OVERSEAS
-REPLACEMENTS CALLED FORWARD BY G-1/S-1

FINAL REPLACEMENT PUSH – LAD + 6 MOs
-PREDICT LOSS MOS

GOAL: MAINTAIN UNIT STRENGTH @ 95% AGGREGATE DURING DEPLOYMENT

REPLACEMENT FLOW
NORMAL/PREDICTED LOSS RATE

1

HRC PLACES
REPLACEMENTS
ON AI TO BCTs/BDEs
AT FCKY

HRC

AIRBORNE
Campbell

THEATER TG R5
CENTER – INTER-
THEATER APOD

4

REPLACEMENTS
PUSHED VIA
TACTICAL AIRLIFT
TO INTRA-THEATER
APOD/DSA

3

REPLACEMENTS
PROCESSED THROUGH
TG R5 CENTER –
DEPLOY WITH PINPOINT
ORDERS TO BDE/BCT

DSA

INTRA-THEATER
APOD

2

REPLACEMENTS
INPROCESSED BY
BCT/BDE REAR Ds-
PREPARED FOR
OVERSEAS MOVEMENT

X
S-1

5

REPLACEMENTS
CONTINUE PULL
THROUGH DSA TO
BDE/BCT S-1

X
S-1

QUESTIONS?